

Lago launches grand scale job search assistance program

To help employees find suitable employment elsewhere, the Company introduced the Job Search Assistance Program, whereby employees are given assistance in a variety of ways in applying for a job in line with their qualifications.

This program is spearheaded by Mr. Arnold Galperin of Bello Martin Galperin Associates of Miami, Florida, and consists of several approaches:

- Lago is sponsoring a series of employment advertisements in major European business journals and newspapers. These ads highlight the availability of Lago

employees in a wide variety of skills for assignments in overseas locations. Some of the papers these ads are appearing in are, De Volkskrant, The London Times and the Algemene Dagblad

- We identified 600 companies in 20 countries, e.g., United States, Canada, Holland, United Kingdom, New Zealand, Saudi Arabia, Australia, Nigeria, Kuwait, Belgium, etc., that employ people very much like Lago employees. Letters, signed by an Esso Inter-America executive, were mailed to these companies soliciting their interest in employing Lago workers.

- Lago set up a comprehensive reference library on prospective employers for use by all employees. Subscription to more than a dozen newspapers from various countries is part of the library. Newspapers known to include employment ad sections have been selected.

- Employees are being assisted in the preparation of their resumes in three ways:

- A special training program on how to prepare resumes has been conducted with assistance from abroad.

- The Company identified and selected individuals to help review employees' resume drafts and suggest improvements.

- Clerical assistance is provided to all employees for typing completed resume drafts and reproducing needed copies.

- Lago encouraged companies to send interviewing teams here to talk to prospective employees.

- The Company also conducts workshops in resume writing and in development of skills for successful communication in a job interview situation. All employees are eligible to attend.

While the Company realizes that in spite of all these efforts, not everyone will be able to find suitable employment right away, it takes satisfaction in having provided its employees with the tools and skills to find the job of their choice.



A group of employees attending one of the job search assistance sessions at the Esso Club.

Un grupo di empleado asistiendo na un de sesionnan di asistencia cu buscamiento di trabao na Esso Club.

Lago ta lanza programa di gran escala pa asistencia cu buscamento di trabao

Conseho individual a wordo ofrecí pa e programa di buscamento di trabao. Ariba, Sr. Arnold Galperin di Bello Martin Galperin Associates, Inc., ta asistiendo Sr. Marks prepará su resumen.

One to one counseling was provided for by the job search program. Above, Mr. Arnold Galperin of Bello Martin Galperin Associates, Inc., is assisting Mr. Marks prepare his resume.



Pa yuda empleadonan di Lago haña un empleo adecuá otro caminda, Compañia a introduci e Programa di Asistencia cu Buscamento di Trabao, unda cu asistencia ta wordo duná na empleadonan na un variedad di manera ora di aplicá pa un trabao di acuerdo cu nan cualificacionnan.

E programa ta wordo encabezá pa Sr. Arnold Galperin di Bello Martin Galperin Associates di Miami, Florida, y ta consistí di varios acercamiento:

- Lago ta patrociná un serie di anuncio pa empleo den e revistanan di negoshi y corantnan mas importante na Europa. E anuncionan aki ta subrayá e disponibilidad di empleadonan di Lago den un variedad di habilidadnan pa asignacion y colocacion den extranhero. Algun di e corantnan den cual e anuncionan aki ta aparecé ta, De Volkskrant, The London Times y Algemeen Dagblad.

- Nos a identificá 600 compania na 20 pais, p.e. Estados Unidos, Cánada, Hulanda, Nueva Zelandia, Saudi Arabia, Australia, Nigeria, Kuwait, Bélgica, etc., cu ta empleá hendenan hopi similar na empleadonan di Lago.

Cartanan, firmá pa un ehecutivo di Esso Inter-America, a wordo mandá pa e companianan aki solicitando nan interes pa duna empleo na trahadornan di Lago.

- Lago a establecé un biblioteca amplio di referencia ariba posible doñonan di trabao pa uzo di tur empleado. Subscripcion na mas cu un dozijn di corant di diferente pais ta parti di e biblioteca. Corantnan di cual ta conocí cu nan ta inclui seccionan cu anuncio di empleo a wordo selectá.

- Empleadonan ta wordo asisti cu preparacion di nan resumennan na tres manera:

- En programa especial di entrenamiento ariba con pa prepará resumennan ta ser conduci cu asistencia di afo.

- Compañia a identificá y selectá individuonan pa yuda revisá resumennan di empleadonan y sugerí cambionan valioso.

- Asistencia personal ta wordo ofrecí na tur empleado pa trabaonan di type resumennan y reproducí copianan necesario.

- Lago a encurashá companianan pa manda equiponan pa entrevista akinan pa papia cu posible empleadonan.

- Compañia tambe a conduci "workshop" den scirbimento di resumen y desaroyo di habilidadnan pa comunicacion exitoso den un situacion di entrevista pa trabao. Tur empleado tabata eligible pa asisti.

Mientras cu Compañia ta realizá cu apesar di tur e esfuerzonan aki, no ta tur hende lo por haña un empleo adecuá mesora, e ta satisfecho di por a yuda su empleadonan cu e medionan y habilidadnan pa busca e trabao di nan gusto.

1984: a good year for safety

In general, 1984, was a good year for safety at Lago. In all but one of our safety statistics, we show a — sometimes marked — improvement over 1983. For instance:

	1983	1984
Total number of on-the-job accidents:	53	39
Total number of off-the-job injuries:	129	74
Traffic accidents:	31	16
Number of fires and explosions:	9	3

Unfortunately, the total number of on-the-job accidents did include three disabling injuries and that is three too many. The principal contributing factor to all of these accidents is still "human error" - mistakes made in judging a situation or oversights during preparation or execution of a job. Mistakes can be avoided by being more attentive and better trained. While attentiveness is difficult to manage, we did increase our training efforts specifically in the field of safety hazard identification. About 170 persons attended the special Du Pont Safety Audit training which was designed to make people more aware of potential hazards. The contractors working on Lago's premises also contributed to our safety record improvement. The total number of disabling injuries for contractors dropped from 32 in 1983 to 12 for 1984. A big achievement!



Mr. R.E. Naugle presenting the 1984 safety results to a group of employees.

Sr. R.E. Naugle presentando e resultadonan di seguridad pa 1984 na un grupo di empleado.



Lago has recently completed the installation of fuel heating equipment so that WEB can continue to receive its fuel oil without interruption once the refinery has ceased to operate. When Lago supplied WEB with fuel oil directly from the units, the oil was very hot when it entered the pipeline and flowed easily. Imported product will cool in the storage tanks and thus will not flow through the pipeline. The installation of heaters is to maintain the product at an adequate temperature for transmission through the pipeline.

Lago recientemente a completá e instalacion di "fuel heating equipment", esta equipo pa keinta combustible pa asina WEB por sigi ricibi "fuel oil" sin interrupcion una vez cu e refinaria stop di opera. Ora cu Lago tabata suministrá fuel oil na WEB directamente for di e unidadnan, e azeta tabata hopi cayente ora cu e tabata drenta den e tuberia, y tabata pasa facilmente. Producto importá lo fria den e tankinan di almacenaje y asina lo no pasa den e tuberia. E instalacion di e "heater" nan ta pa mantené e producto na un temperatura adecuá pa trasnmission den e tuberia.

LAGO'S JOB SEARCH ASSISTANCE PROGRAM:

*Unique
in magnitude
and approach*

Bello Martin Galperin Associates, Inc. is essentially an employment office which offers services to companies who want to place employees elsewhere. This Company, based in Miami, Florida, was contracted to plan, conduct and steward a complete Job Search Assistance Program for Lago. Mr. Arnold Galperin, President of that Company, relates some of the background of this program. "Our Company has been working with Exxon Corporation for about five years on corporate placement. Normally this is done on a one to one basis, as it is not very common that a company shuts down a whole operation. At Lago, however, the program is of a greater magnitude. First of all, because of the number of people involved, but also because essentially all of the placement opportunities are abroad." Mr. Galperin indicated that as far as he knows, no other Company in the world has ever undertaken a program of such magnitude. "We

are putting a lot of effort into it to make it a success," he continued. Just one example of this effort is the method his company used to identify potential employers. "We selected 600 companies which we sent letters to, offering the services of Lago's employees. To determine these Companies, however, we researched 50,000 international companies. I can assure you that was a major undertaking." Another major effort was selecting the volumes for a reference library. Mr. Galperin said they researched about 200 books to choose the best ones. These can now be found in Lago's Reference Library, a valuable resource center.

Expectations

Mr. Galperin mentioned at least two factors that can be used to the employees' advantage in the job search. First of all, Mr. Galperin believes that Lago as a company is really committed to the assistance of its employees. Moreover, he feels that the majority of the



*Mr. Ken Brook, one of the
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*Sr. Ken Brook, un di è istructorn
durante*

employees are highly skilled and/or experienced in a number of related areas.

The amount and quality of response we receive from the international companies, however, depend on the world economic conditions and on the specific needs of those companies for the skills we have available here," said Mr. Galperin.

A Personal Responsibility

A complete program on resume writing/interviewing techniques, workshops, and private consultations was made available to all employees. That, in addition to all the other aspects of the Job Search Assistance Program, provide the employees with all the right tools to look for a job. Following the good advice received from the program is an excellent start, but only a start. The responsibility remains with the employee to seek and follow-up on all job opportunities. ■

LAGO SU PROGRAMA DI ASISTENCIA DI BUSCAMENTO DI TRABAO:

*Unico den
magnitud
y acercamiento*



*earch assistance program,
Building.*

*asistencia cu buscamiento di trabao,
Building.*

Bello Martin Galperin Associates, Inc. ta esencialmente un oficina di empleo cu ta ofrecé servicjonan na companianan cu kier colocá empleadonan otro caminda. E compania aki, cu base na Miami, Florida, a wordo contratá pa planea, conducí i dirigí un completo Programa di Asistencia cu Buscamiento di Trabao pa Lago. Sr. Arnold Galperin, presidente di e compania ey, ta relatá algun informacion básico di e programa aki. "Nos compania ta trahando cu Exxon Corporation pa mas o menos cinco aña ariba empleo corporativo. Normalmente esaki ta wordo hací ariba un base di un pa un, ya cu no ta hopi comun cu un compania ta stop henter un operacion. Na Lago, sinembargo, e programa ta di un magnitud mucho mas grandi. Prome cu tur cos, pa motibo di e cantidad di hende involví, pero tambe pasobra esencialmente tur e oportunidadnan pa empleo ta na pais extranhero. "Sr. Galperin a indicá cu asina lew cu e sá, ningun otro compania na mundo a yega di tuma na su encargo un programa di tal magnitud. "Nos ta

haciendo hopi esfuerzo pa hacié un éxito," ela continuá. Djies un ehemplo di e esfuerzo ta e método cu su compania a uza pa identificá posible doñonan di trabao. "Nos a selectá 600 compania pa cual nos a manda carta, ofreciendo e servicjonan di Lago su empleadonan. Pa determiná cual lo ta e companianan, sinembargo, nos a investigá 50.000 compania internacional. Mi por sigurabo cu esey tabata un encargo mayor." Un otro mayor esfuerzo tabata pa selectá e volumennan pa e biblioteca. Sr. Galperin a bisa cu nan a investigá como 200 buki pa scohe e mihornan. Esakinan por wordo hañá den e Biblioteca di Referencia di Lago, un centro valioso di recurso.

Espectativanan

Sr. Galperin a mencioná por lo menos dos factor cu por wordo uzá na ventaha di empleadonan den buscamiento di trabao. Prome cu tur cos, Sr. Galperin ta kere cu Lago como un Compania ta verdaderamente comprometí na e asistencia pa su empleadonan. Ademas e ta sinti cu e mayoria di

e empleadonan ta altamente hábil y/of experienciá den un cantidad di areanan relacioná.

"E cantidad y calidad di respuesta cu nos a ricibí di e companianan internacional, sinembargo, ta dependé di e condicionnan económico na mundo y di e necesidadnan específico di e companianan ey pa e habilidadnan cu nos tin disponibel akinan," Sr. Galperin a bisa.

Un Responsabilidad Personal

Un programa completo tocante scirbimento di resumen /técnicanan pa entrevista, workshop, y consultanan privá a wordo ofrecí na tur empleado. Esey, fuera di tur e otro aspectonan di e Programa di Asistencia cu Buscamiento di Trabao, ta duna e empleadonan tur e medionan corecto pa busca un trabao. Siguiendo e bon consejo ricibi di e programa ta un comienzo excelente, pero solamente un comienzo. E responsabilidad ta keda cerca e empleado pa busca y "follow-up" ariba tur oportunidad pa trabao. ■

1984: un bon aña pa seguridad

En general, 1984 tabata un bon aña pa seguridad na Lago. Den tur menos un di nos estadísticanan di seguridad, nos ta muestra un mehoramiento — tin biaha notable — compará cu 1983. Por ehemplo:

	1983	1984
Cantidad total di accidentenan na trabou:	53	39
Cantidad total di heridanen pafor di trabou:	129	74
Accidentenan di tráfico:	31	16
Cantidad di candela y explosionnan:	9	3

Desgraciadamente, e cantidad total di accidentenan na trabou a inclui tres herida incapacitante y esey ta tres dimás. E factornan principal cu a contribuí na tur di e incidentenan aki ainda ta equivocacionnan causá pa "error humano", cu a wordo haci den huzgamento di e situacion of vigilancia durante preparacion of ehecucion di un trabou. Errornan por wordo evitá dor di ta más atento y mihor entrená. Mientras cu atencion ta dificil pa manehá, nos a aumentá nos esfuerzonan di entrenamiento específicamente den e area di identificacion di peligernan pa seguridad.

Como 170 persona a asistí na e

entrenamiento special di Du Pont pa revision di seguridad, cual entrenamiento ■ wordo diseñá pa haci hendenan mas conciente di posible peligernan pa seguridad. E contratistanan trahando ariba tereno di Lago tambe a contribuí na mehoramiento di nos record di seguridad. E cantidad total di heridanen incapacitante pa contratistanan ■ baha di 32 na 1983 te 12 na 1984. Un logro grandi! ■

SAFETY IS FOR WINNERS - A selection of the 15 prizes drawn for the month of December 1984, which passed without a single disabling injury.

SEGURIDAD TA PA GANADORNAN - Un seleccion di e 15 premionan cu a wordo rifá pa e luna di December 1984, cual a pasa sin un solo herida incapacitante.



stress: the modern epidemic



It has been called a worldwide modern epidemic, the twentieth century killer. It is unwanted and an uninvited, but visits almost every home, probably yours also. Once it arrives, you cannot avoid its poisonous effects. That insidious disease is called STRESS.

What is stress?

Stress is the state of a prolonged emotional pressure or tension. Your body and mind seem to be in a constantly alert, excited state with no relief in sight or no understanding of how to cope with it. It is this type of stress that can easily hurt you physically, for it threatens the body's normal equilibrium. You may feel a knot in your stomach, splitting headaches or constant exhaustion. Stress leads to heart attacks, ulcers, heart ailments, diabetes and obesity. Researchers have reported that stress contributes to at least tens of millions of hospital cases and deaths each year.

Symptoms of stress

You may be suffering from stress and not even recognize it as such. Stress is manifested in physical alterations. As a consequence, many people suffering from stress may be desperately trying to deal with the symptoms itself (e.g. headache) instead of dealing with the real cause. Therefore, identifying the symptoms is important when you are trying to cope with stress. The following are some common symptoms to excessive stress or tension: unusual irritability, troubled sleep, altered breathing, muscle stiffness (not attributable to healthy work or exercise), uneasy or painful stomach, excitableness. If the symptoms you experience are not due to your nourishment, physical activity or the lack of them, consider whether you are becoming a victim of stress.

Causes of stress

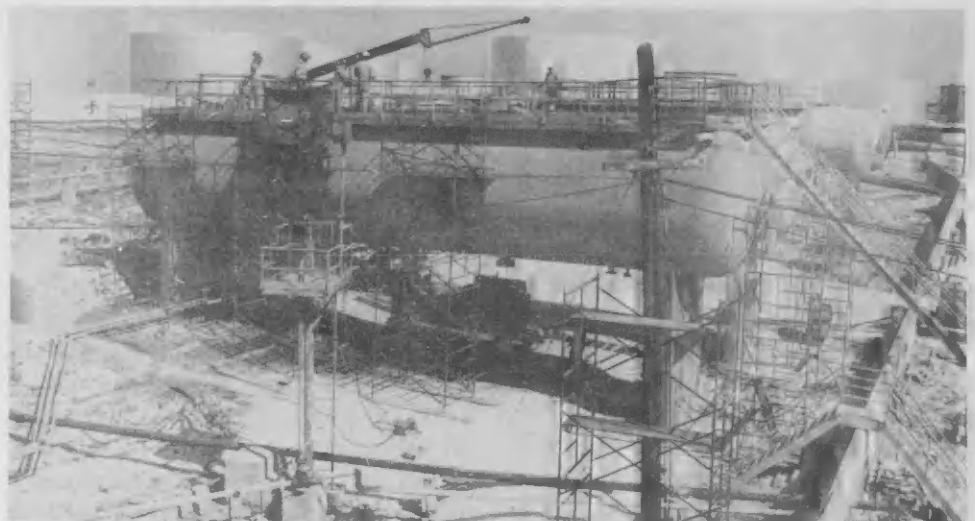
Researches have widely studied and identified life's most stressful

problems and circumstances. Many of us in our present situation are involved in at least one of these:

- death: of a spouse or family member
- marriage / divorce / separation / marital reconciliation
- job loss / retirement / business readjustments
- jail term
- pregnancy / family growth / sex difficulties.

How to cope with stress

As stress is a deadly epidemic, it would be worth finding a method for coping with it. Perhaps the most significant step to take is to attempt to discover what it is that is putting you under stress. Once



To ensure continued cooking gas for Aruba's needs, Lago has recently installed four storage LPG drums and unloading lines at a cost of about \$900,000. This project was completed in a record time of four weeks, and on January 29, 1985, the first cargo of propane gas was received on board the vessel "Sheldon Gas". With the added storage capacity, the island's LPG inventory has been increased to 45 days.

Pa sigurá e continuidad di gas di cushina pa Aruba su necesidadnan, Lago resientemente a instalá cuatro drum pa almacenahe di LPG y lineanan di descarga na un costo di mas o menos \$900.000. E proyecto aki a wordo completá den un tempo record di cuatro siman, y dia 29 di Januari, 1985, e prome cargamento di gas propano a yega abordo di e barco "Sheldon Gas". Cu e capacidad adicional di almacenahe, e isla su inventario di LPG a wordo aumentá te 45 dia.



you have that isolated in your mind, your response to it will most probably be less severe even if you cannot avoid the cause of the stress. Next, bring into practice the following advice:

Adapt to the situation: If you cannot get away from the cause of stress (e.g. noise), try to adapt (e.g. shut windows, use ear protectors). This may not eliminate your stress, but it will at least reduce it.

Talk it out!: Do not keep the cause of your stress to yourself. Discuss it with a friend. That in itself is a relief. Besides, your friend may help you see different aspects of the problem or situation and help you find a way out. The problem may not be as overwhelming as it seems.

Be active!: Stress causes fats and

stress e epidemia moderno

Ela wordo yamá un epidemia moderno rond mundo, e asesino de siglo 20. E ta indeseable y no ta invita, pero e ta bishitá casi cada hogar, probablemente dibo tambe. Una vez cu e yega, bo no por evitá su efectonan venenoso. E enfermedad traidor aki ta wordo yamá "STRESS".

Kiko ta stress?

Stress ta e estado di un presion of tension emocional prolongá. Bo curpa y bo mente ta parse di ta den un estado constantemente alerta y exitá sin alivio na bista of sin comprension di con pa trata cuné. Ta e tipo di stress aki por facilmente haci daño físico na bo, como cu e ta menasá e equilibrio normal di e curpa. Bo por sinti un knòpi den bo stoma, dolor di cabez pisá of debilitacion constante. Stress ta conducí na atakenan di curazon, ulcera, malesanan di curazon, diabetes y gordura. Investigadornan a reportá cu stress ta contribuí na por lo menos algun diez million di casonan di hospital y morto tur aña.

Síntomanan di stress

Bo por ta sufriendo di stress y no

sugars to accumulate in your blood. Inactivity keeps you in a stressful situation, but if you participate in some physical activity e.g. in the form of exercise, this will counteract those stressful effects and will restore your body's balance.

Get tired to relax: A famous doctor once commented: "For the full enjoyment of leisure, you have to be tired first, as for the full enjoyment of food the best cook is hunger." In other words, be active and productive and then enjoy some recreation to the fullest.

Sleep well: Sleep is necessary to restore your body and mind. Deficiency in sleep is a stress in itself, so it is even worse when you have to cope with other stresses on top of that. Sleep enough to feel fit!

ta ni reconocé como tal. Stress ta wordo manifestá den cambianan físico. Como consecuencia, hopi hende cu ta sufriendo di stress por ta purbando desesperadamente di trata cu e síntoma mes (p.e. dolor di cabez) en vez di trata cu e causa real. Pesey, identificacion di síntomanan ta importante ora cu bo ta purba na manehá e stress. E siguienenan ta algun síntoma comun di stress of tension excesivo: irritabilidad poco usual, soño inquieto, respiracion alterá, músculonan stijf (cu no por wordo atribuí na trabou saludable of ehercicio), stoma incómodo y doloroso, excitabilidad. Si e síntomanan cu bo ta experienciá no ta a causa di bo nutricion, actividad físico of falta di esakinan, considerá si bo ta birando un victima di stress.

Causanan di stress

Investigadornan ampliamente a studia y identificá e problemanan y circunstancianan cu mas ta causa tension den bida. Hopi di nos den nos situacion actual ta envolví den por lo menos un di esakinan:

— morto: di un esposo/a of miembro di familia

— matrimonio / divorcio / separacion / reconciliacion matrimonial
— pèrdida di trabou / retiro / reahustamiento di negoshi
— un periodo den prison
— embarazo / crecimiento di familia / dificultadnan sexual.

Con pa trata cu stress

Como cu stress ta un epidemia mortal, lo ta vale-la-pena pa purba haña un método pa trata cuné. Por ta e paso mas significativo pa tuma ta, pa trata na descubrí ta kiko ta pone abo bou di stress. Una vez cu bo tin esey separá den bo mente, bo reaccion ariba esaki muy probablemente lo ta menos severo hasta si bo no por evitá e causa di stress. Siguientemente, pone den práctica e siguiente consehonan:

Adaptá na e situacion: Si bo no por evadí e causa di stress (p.e. sonido desagradable), purba di adaptá (p.e. sera bentana, uza protectornan pa orea). Por ta esaki no ta eliminá bo stress, pero por lo menos e lo reducié.

Papia tocante dje!: No tene e causa di stress pa bo mes. Discutié cu un amigo. Esey ariba su mes ta un alivio. Ademas, bo amigo por yudabo mira diferente aspecto di e problema. Por ta e problema no ta asina aplastante manera cu e ta parse.

Sea activo!: Stress ta causa vet y sucunan pa acumulá den bo sanger. Inactividad ta tenebo den un situacion di stress, pero si bo participá den algun actividad físico por ehemplo den forma di ehercicio, esaki lo contrarestá e efectonan di stress y lo restaurá bo curpa su balansa.

Cansa bo mes pa bo por descansar?

Un doctor famoso a yega di comentá: "Pa un gozo completo di tempo liber, bo mester ta cansá promé, mescos cu pa gozo completo di cuminda, e mihor kokki ta hamber." Den otro palabra, sea activo y productivo y despues goza di algun recreacion te na un máximo.

Drumi bon: Soño ta necesario pa restaurá bo curpa y mente. Falta di soño ta un stress ariba su mes, pesey ta hasta peor ora bo tin cu trata cu otro stressnan ademas di esey. Drumi suficiente pa bo sinti "fit"!